The Socialization Process

OBJECTIVE

- **Task: Describe how the Socialization Process affects individual values, attitudes, beliefs, and behaviors.**
- **Conditions: Given classroom discussion and group discussion.**
- **Standards: Students will be able to discuss how their values, attitudes, beliefs, and behaviors impact their workplace.**

PURPOSE

The purpose of this instruction is to give leaders an insight into how your values, attitudes, beliefs are imprinted through the Socialization Process and how your resulting values and behaviors impact the workplace.

OVERVIEW

- Identify the Socialization process
- Identify the sources that impact on socialization
- Distinguish between reinforcement and variation influences on socialization
- Identify how the socialization process impacts on behavior
- Discuss self-concept

SOCIALIZATION PROCESS

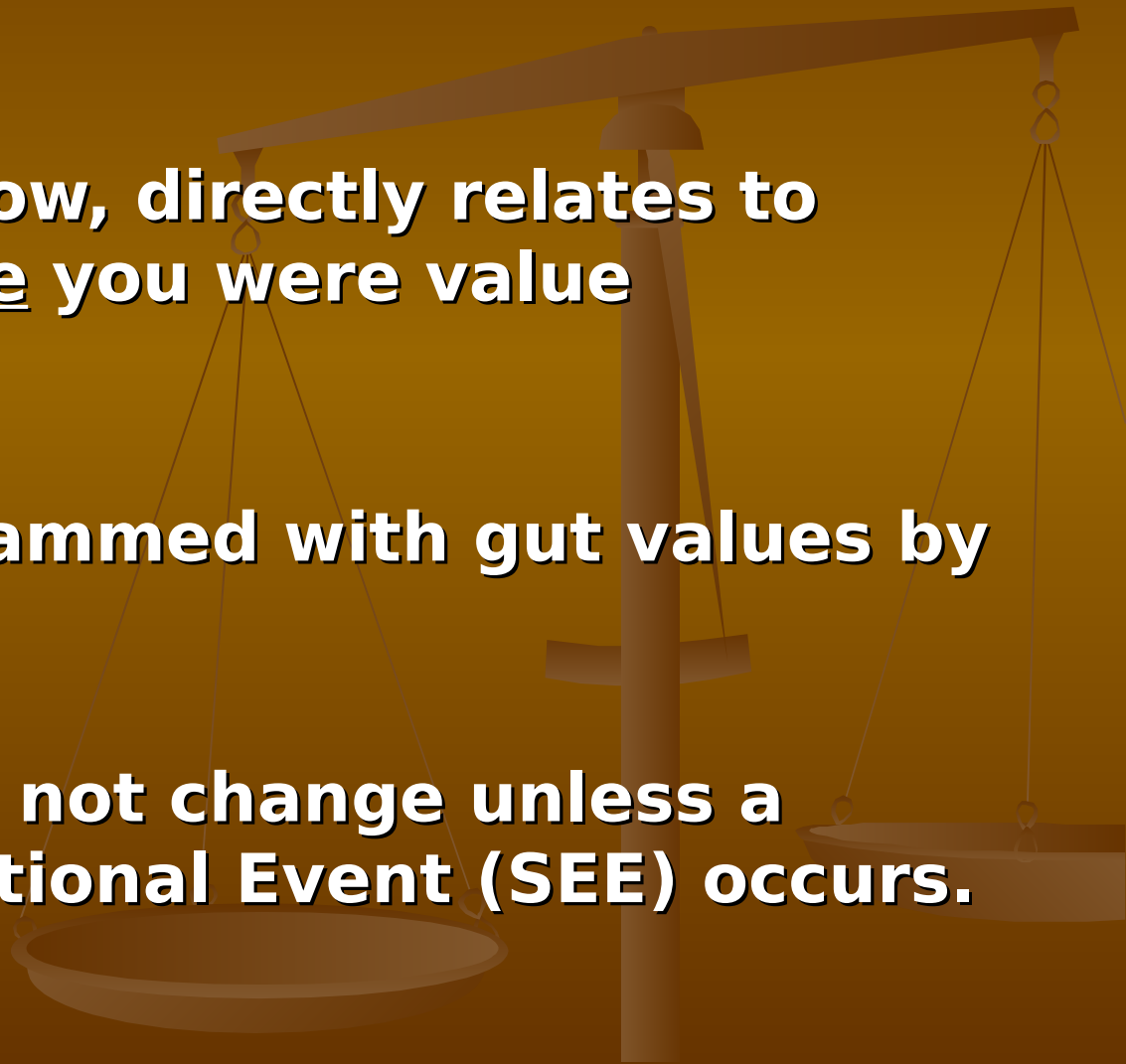
An all encompassing, never ending *educational process* from which values, attitudes, beliefs, and gender roles are acquired.

Primary method of learning culture, establishing the boundaries of what is seen as right and wrong.

SOURCES IMPACTING SOCIALIZATION

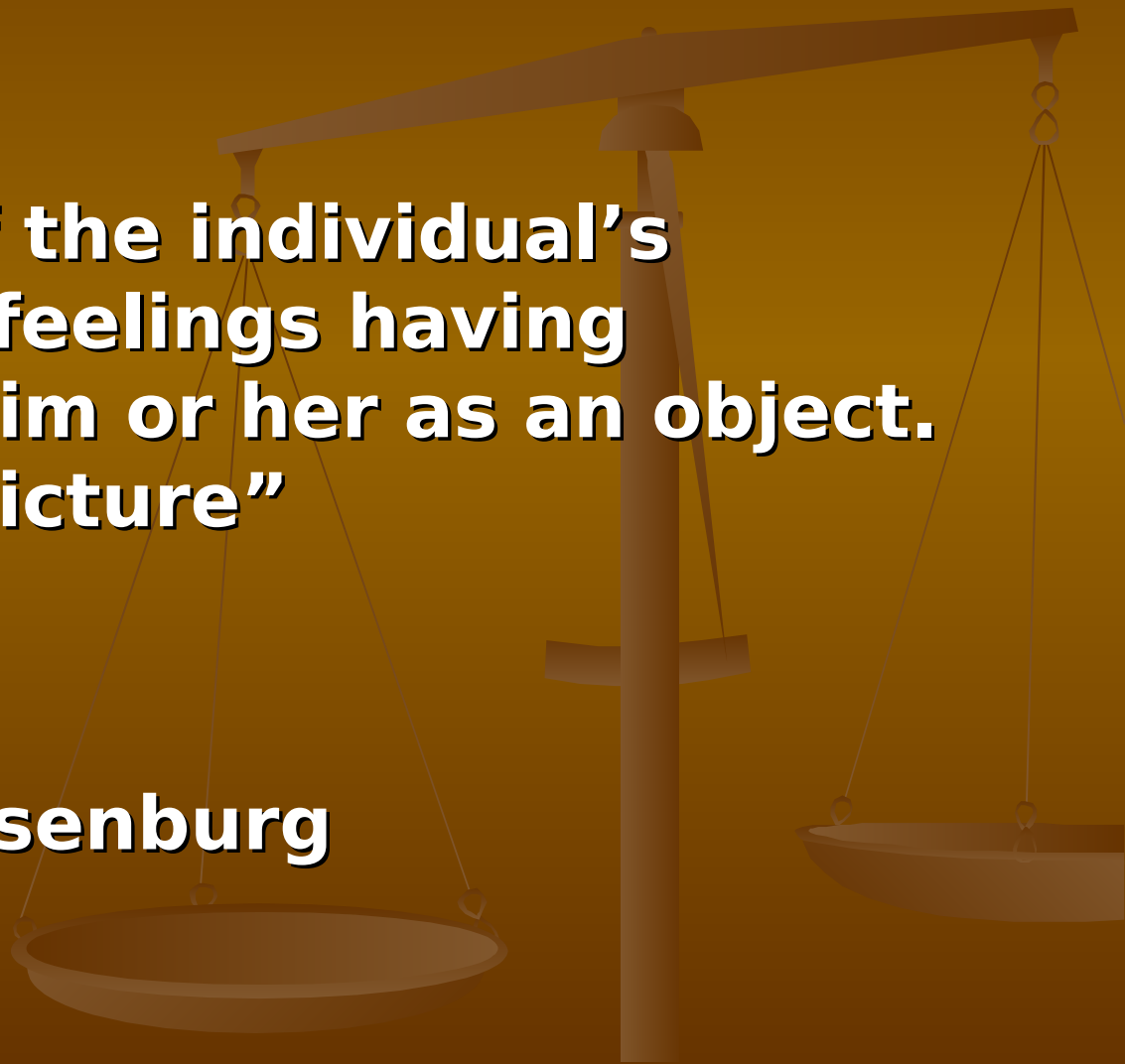
- National
- Regional
- Community
- Family
- Media
- Peers/friends

DR. MORRIS MASSEY'S VALUE PROGRAMMING



- What you are now, directly relates to when and where you were value programmed.
- You were programmed with gut values by age 10.
- Your values will not change unless a Significant Emotional Event (SEE) occurs.

SELF CONCEPT



- **The totality of the individual's thoughts and feelings having reference to him or her as an object. "A Snapshot picture"**

- **Dr. Morris Rossenburg**

EGO DEFENSE MECHANISMS

Denial

- **If I deny a problem, then it does not exist.**
- **“Racism/sexism is not a problem in my unit.”**
- **As an EOR if you deny the problem you are useless to your commander.**

SOURCES OR SELF CONCEPT

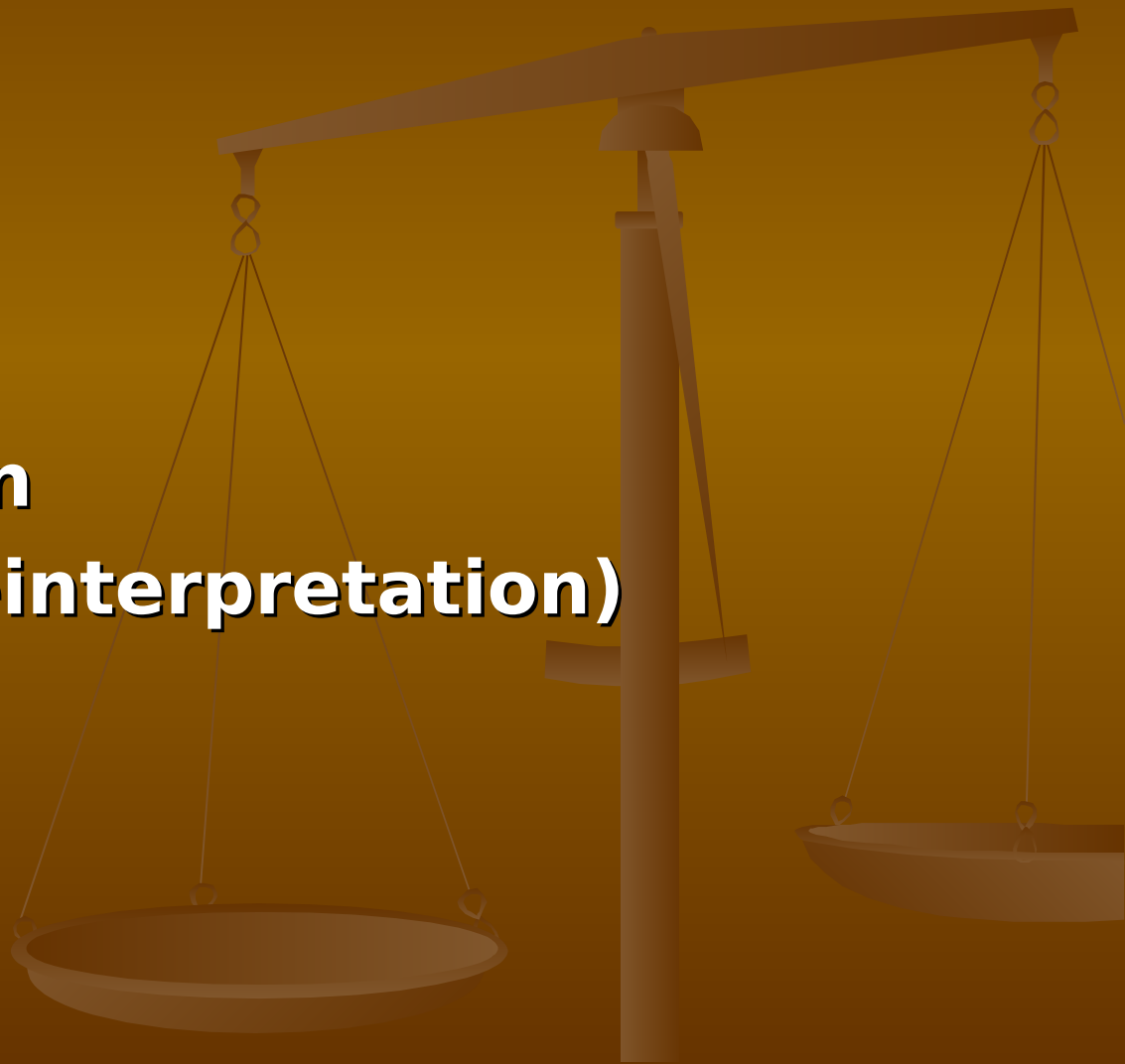
- Heritage
  - Sexuality
  - Race
  - Nationality
  - Religion
  - Family

- Needs Fulfillment
  - Physical needs - Emotional
  - Food
  - Water
  - Shelter
  - Acceptance
  - Love
  - Power
  - Life Style

MORRIS ROSSENBERG'S THREE IDENTITIES

- The Extant self
- The Desiring self
- The Presenting self

EGO DEFENSE MECHANISMS



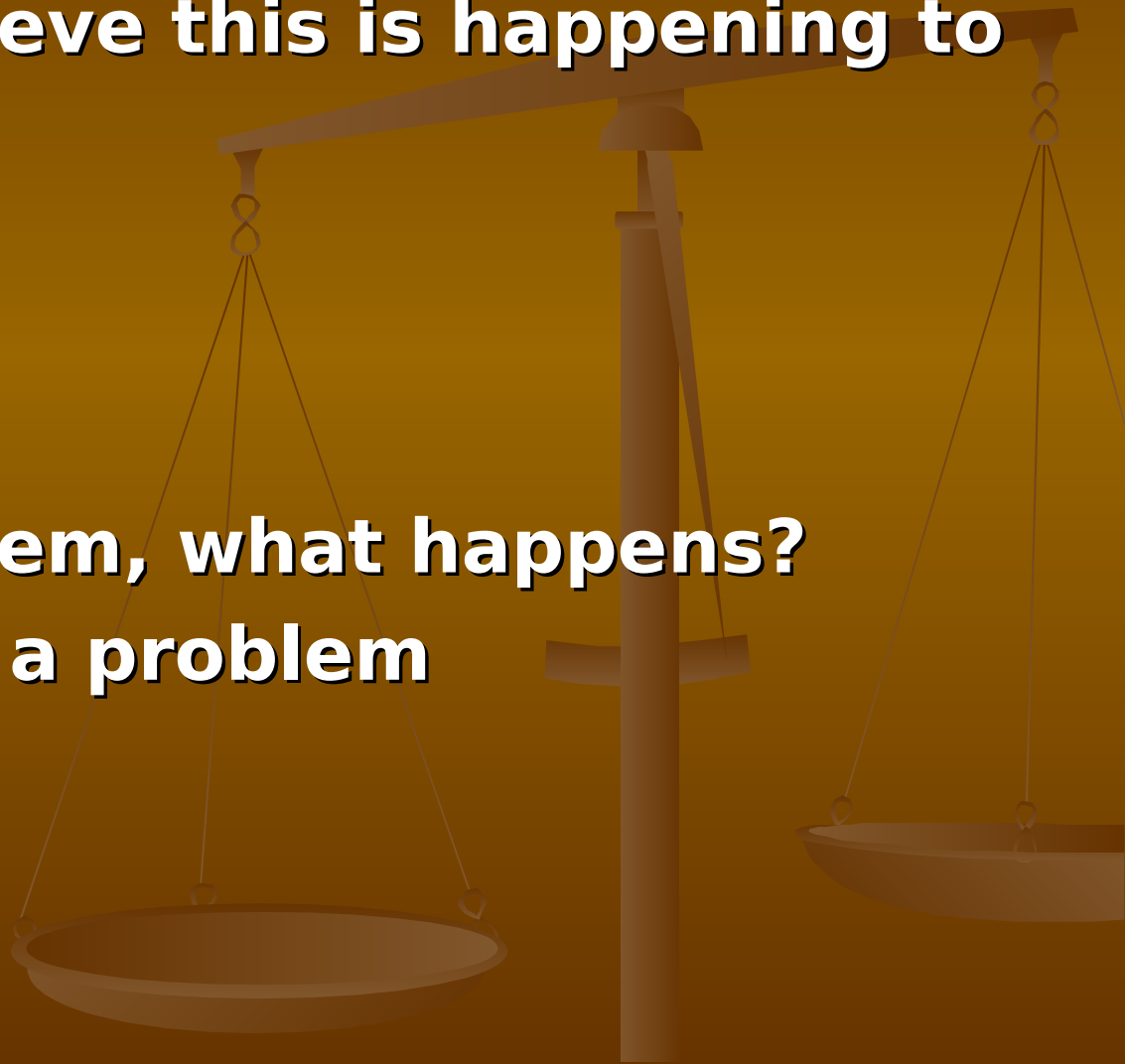
- Denial
- Projection
- Rationalization
- Perceptual (reinterpretation)

DENIAL

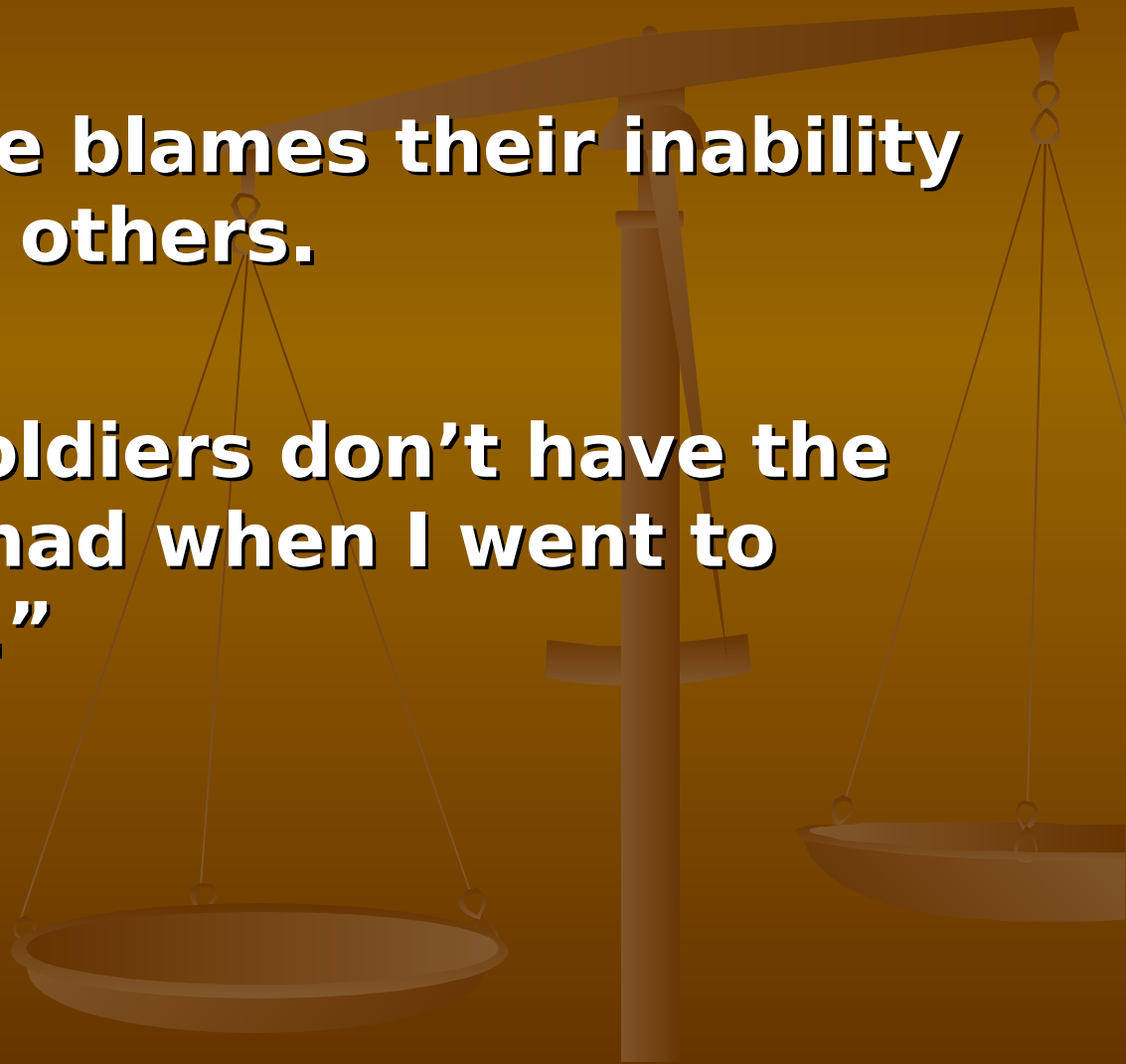
- “I can not believe this is happening to me”

If I deny a problem, what happens?

- **it is no longer a problem**



PROJECTION



- When someone blames their inability as a leader on others.
- “These new soldiers don’t have the discipline we had when I went to basic training.”

RATIONALIZATION

- **Rationalization is “good logical” reasons for your behavior.**
- **Rationalization is an excuse for not accepting responsibility for your behavior.**

“I was raised (socialized) that way”

PERCEPTUAL

- **Reinterpretation of an event or situation to fit your needs.**

“I know I failed to accomplish my mission, but look at what I did for the unit.”

EFFECTS OF THE SELF-CONCEPT

Positive Effects

- Love of self and others
- Develop one's intelligence
- Decisive, assertive
- Enjoy one's physical abilities
- Creative
- Tolerant
- Open
- Trusting

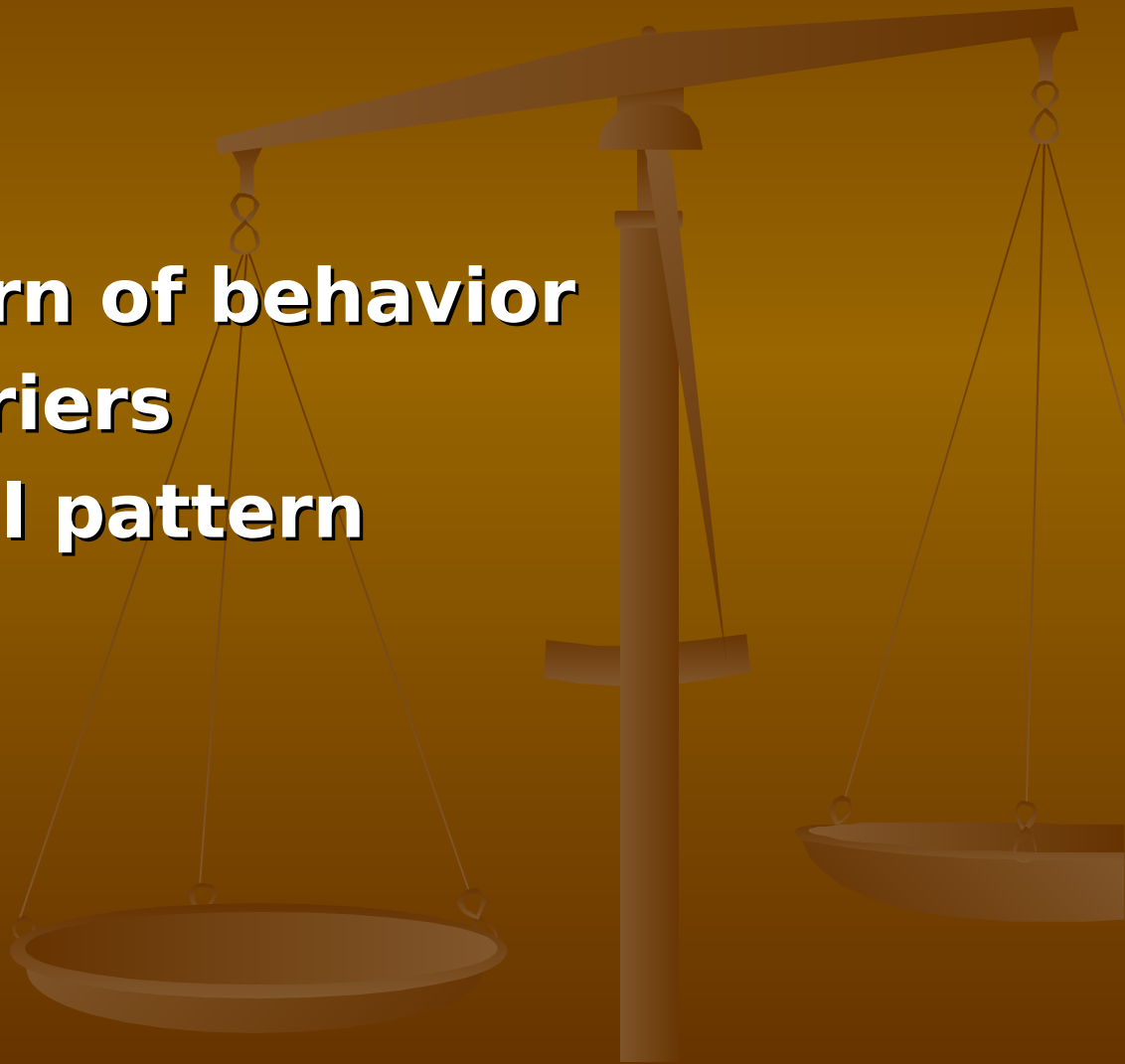
Negative Effects

- Hate self and others
- Blind to one's potential
- Indecisive/defensive/aggressive
- Deny or exaggerate physical abilities
- Destructive
- Bigoted/prejudiced
- Closed
- Hidden agenda(s)

STRATEGIES TO CHANGE SELF-CONCEPT

- Set Goals
- Soul-Searching
- Require Motivation to change
- Absence of defensiveness

BARRIERS TO CHANGING SELF- CONCEPT



- Cyclical pattern of behavior
- Cognitive barriers
- Environmental pattern

SUMMARY

- Identified the Socialization process
- Identified the sources that impact on socialization
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- Identified how the socialization process impacts on behavior
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Questions